

Environmental Policy

Persimmon Plc (the “Group”) is one of the UK’s leading housebuilders, with regional offices and developments throughout the UK. We recognise that our activities have an impact on the environment and that we have a responsibility to consider and minimise these impacts. This commitment is formalised through our Environmental Policy, which forms a key part of the Group’s overall approach to sustainability. This policy applies to all our businesses and operations, and we require our suppliers to support the requirements of this policy.

We place great emphasis on designing our developments to be in character with an area, and to protect and enhance the local environment and surroundings. We are committed to making a positive contribution to the communities in which we work, and minimising the environmental impacts from developments and our operations.

This policy sets out the Group’s environmental aims and is implemented through our environmental management system for our operational activities. It is communicated to all our employees, suppliers and is available on our website.

Our Environmental aims comprise the following;

- We will comply with environmental regulations, and be prepared for future regulation changes, codes of practice and emerging standards.
- We will understand our environmental impacts, and minimise the risks to the environment of the Group’s activities, and maximise opportunities to be efficient and use less resources.
- We will continually improve environmental performance, setting targets and monitoring progress through the environmental management system.
- We will communicate the policy requirements to all our stakeholders, and engage with our supply chain to ensure compliance with this policy.

To ensure we achieve these aims the Group is committed to:

- Assessing the environmental impact of our activities throughout planning, design, and construction operations, to minimise environmental impacts, and maximise opportunities for continuous improvement.
- Implementing effective controls to prevent pollution of the natural environment from our activities and those working on our behalf.
- Ensuring compliance with all regulatory requirements and, where practical, approved codes of practice.

- Ensuring materials, energy and resources are used efficiently, and product wastage is minimised, setting KPIs and targets to monitor performance.
- Minimising construction, demolition, and excavation waste, adopting best practice and following the principles of the waste hierarchy.
- Using sustainable, reusable, or recyclable materials where possible, in accordance with our Sustainable Procurement Policy.
- Providing training and resources in environmental issues to our employees and sub-contractors, appropriate to roles and responsibilities.
- Minimising impacts on wildlife habitats and species, maximising the opportunities for nature and biodiversity, and preserving heritage.
- Operating in consideration of the local environment and neighbours, minimising noise levels, traffic movements, and dust emissions.

Our environmental management system puts in place the procedures, standards, and training requirements to support delivery of this policy. Regular audits and inspections will be undertaken to support delivery and performance improvements.

The Group Chief Executive chairs a quarterly Group Health, Safety & Environment Committee, to demonstrate to all of our teams the importance we place on our goal to achieve environmental excellence. The Sustainability Committee also reviews and monitors environmental performance.

Responsibility for implementing this policy rests with the Managing Directors of each of the Group's operating businesses.

On each site, our Technical, Commercial and Construction teams are responsible for the day-to-day management of environmental issues and ensuring adherence to our Environmental Policy.

This policy is reviewed annually and is approved by the Sustainability Committee. It is publicly available on our website and we report our progress in our external reports.

**Approved by,
Dean Finch
Group Chief Executive
July 2024**